

STATE OF ALABAMA

MADISON COUNTY

RESOLUTION OF THE MADISON COUNTY COMMISSION

WHEREAS, the Madison County Commission approved a Resolution on March 18, 2020, declaring a State of Local Emergency for Madison County extending through April 6, 2020, at 5:00 p.m.; and

WHEREAS, the public health hazard and pandemic emergency created by the appearance of the Novel Coronavirus known as COVID-19 in Madison County has not moderated and, in fact, has escalated; and

WHEREAS, the need for a State of Local Emergency for Madison County continues to exist, and will continue to exist, at least until May 1, 2020; and

WHEREAS, the Families First Coronavirus Response Act has become law and provides, among other things, for expanded leave for certain employees under specific circumstances but exempts "emergency responders" from eligibility for these benefits; and

WHEREAS, it is necessary to provide further guidance to employees of the Madison County Commission and employees of the Madison County Sheriff regarding benefits, obligations and duties during this emergency.

NOW, THEREFORE, BE IT RESOLVED BY THE MADISON COUNTY COMMISSION that the Madison County Commission does hereby recognize and acknowledge the need for continuing the State of Local Emergency for Madison County, Alabama, effective immediately; and

BE IT FURTHER RESOLVED by the Madison County Commission that the State of Local Emergency for Madison County declared on March 18, 2020, is hereby extended, with all conditions and terms stated on March 18, 2020, to remain in full force and effect through and including May 1, 2020; and

BE IT FURTHER RESOLVED by the Madison County Commission, and in consultation and agreement with the Sheriff of Madison County, Alabama and the Madison County Personnel Board<sup>1</sup>, that employees of the Madison County Commission and employees of the Madison County Sheriff whose job responsibilities are within the definition of "emergency responders" as defined by the United States Department of Labor in response to the Families First Coronavirus Response Act, and as further described below, may be exempted from the paid leave requirements of the Families First Coronavirus Response Act effective immediately and extending through December 31, 2020, said exemption applying specifically to the following:

- Employees necessary for the provision of transport, care, healthcare, comfort and nutrition of patients or others needed for the response to COVID-19;
- Correctional personnel whose work is necessary to maintain the operation of the Madison County Detention Facility;

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<sup>1</sup> Nothing herein is intended or shall be interpreted, construed or offered as evidence of any joint employment status of employees of the Madison County Sheriff. Employees of the Madison County Sheriff are solely employees of the Sheriff and are not employees of the Madison County Commission.

- Security personnel providing security to the Madison County Courthouse;
- Law enforcement officers, including all sworn Deputy Sheriffs and Command Staff;
- Dispatchers;
- Information technology staff;
- Records clerks within the Sheriff's Office;
- Equipment technicians for Sheriff's Office vehicles and other vehicles;
- Employees whose duties include assisting with child welfare and providing such services.
- Employees identified to have skills or training in operating specialized equipment or other skills needed to provide aid during this declared State of Emergency;
- Public works and waste control employees, including but not limited to those who have skills or training in operating specialized equipment or other skills needed to provide aid during this declared State of Emergency;
- Employees charged with ensuring clean drinking water within Madison County;
- Equipment technicians for public works vehicles and other vehicles used for transport as contemplated hereby; and
- Employees who assist the elderly or infirm in attending medical appointments.

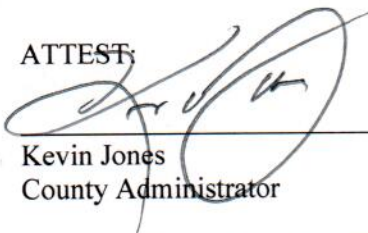
BE IT FURTHER RESOLVED by the Madison County Commission that all person-to-person contact between employees of Madison County and the public that is not related to law enforcement, public health or public safety is suspended during this declared State of Local Emergency.

DONE this 6<sup>th</sup> day of April, 2020.

MADISON COUNTY COMMISSION

  
Dale W. Strong

ATTEST:

  
Kevin Jones  
County Administrator

For the limited purpose of establishing the emergency responder FFCRA-exempt status for employees of the Sheriff.

MADISON COUNTY SHERIFF

  
Kevin Turner